DOCUMENT RESUME

ED 464 555 HE 034 870

AUTHOR	MacFarland, Thomas W.
TITLE	An Analysis of Nova Southeastern University's Fall Term 1997 Faculty Matrix. Research and Planning Report.
INSTITUTION	Nova Southeastern Univ., Ft. Lauderdale, FL. Research and Planning.
REPORT NO	RP-00-06
PUB DATE	2000-03-00
NOTE	31p.; For the 1999 faculty matrix, see HE 034 867.
AVAILABLE FROM	For full text: http://www.nova.edu/cwis/urp/pdfs/0006.pdf.
PUB TYPE	Numerical/Quantitative Data (110) -- Reports - Research (143)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	*College Faculty; Educational Attainment; *Employment Patterns; *Faculty Workload; Higher Education; Matrices; *Part Time Faculty
IDENTIFIERS	*Nova Southeastern University FL

ABSTRACT

This report summarizes information from the faculty matrix prepared to demonstrate the patterns of faculty employment at Nova Southeastern University (Florida) in 1997. In the fall term of 1997, Nova Southeastern University employed 1,360 faculty members. Of these faculty members, approximately 39% were full time, and the remainder were part time. Overall, 32% of the faculty were full-time faculty members teaching in their assigned academic center. About 50% of all fall term 1999 course sections were taught by full-time faculty. The faculty matrix also shows that about 75% of all faculty received their highest degree since 1980 and approximately 5% received their highest degree before 1970. Approximately 25% of all faculty earned their highest degree from Nova Southeastern University. An appendix contains eight tables of faculty information. (SLD)

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AN ANALYSIS OF NOVA SOUTHEASTERN UNIVERSITY'S FALL TERM 1997 FACULTY MATRIX

Thomas W. MacFarland

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Nova Southeastern University
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Report 00-06

March 2000

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AN ANALYSIS OF NOVA SOUTHEASTERN UNIVERSITY'S FALL TERM 1997 FACULTY MATRIX

Thomas W. MacFarland **Senior Research Associate**
Report 00-06 **March 2000**

EXECUTIVE SUMMARY

For 35 years Nova Southeastern University has been offering services to resident students in South Florida and to students throughout Florida, other states, and other nations through the use of distance learning modalities. From a modest beginning, in 35 years the University has reached an enrollment of nearly 18,000 Fall Term 1999 students.

As a management tool related to this large student body, the University has established a detailed faculty reporting process, by which academic deans provide a variety of information about full-time faculty and part-time faculty employed each Fall term. The purpose of this study was to summarize findings from the University's Fall Term 1997 faculty matrix, which should provide closure to the current sequence of reports about faculty.

During Fall Term 1997, the University employed 1,360 faculty members. Approximately 39 percent of all faculty (N = 530) were full-time employees of the University and the remaining 61 percent were employed on a part-time basis (N = 830).

Overall, 32 percent of all faculty were full-time faculty teaching in their assigned academic center, including 79 faculty members (18 percent of all full-time faculty) who did not teach during Fall Term 1997. Nearly 50 percent of all Fall Term 1997 course sections were taught by a full-time employee of the University.

By using the faculty matrix as a resource, it was also possible to present a frequency distribution of when the University's faculty received their highest degree. Approximately 75 percent of all faculty received their highest degree since 1980 and approximately five percent received their highest degree before 1970.

The Fall Term 1997 Faculty Matrix reporting process also established that approximately 25 percent of all faculty earned their highest degree from the University.

The University regularly submits a series of reports to the United States Department of Education about faculty. Although this type of required reporting is useful for University management, the current Faculty Matrix reporting process provides a set of detailed information that goes beyond base requirements established by the government and it should continue to serve a useful purpose for University administration.

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INTRODUCTION

Background

Nova Southeastern University was chartered in 1964 and for 35 years (*Nova Southeastern University Annual Report*, 1999) the University has been offering services to students in South Florida and to students throughout Florida, other states, and other nations through the use of distance learning modalities. From a modest beginning with a charter class of 17 Ph.D. students (*Nova Southeastern University Fact Book*; 1998, p. 12), the University reported an enrollment of 17,810 students in Fall Term 1999 (*Fiscal and Enrollment Changes at Nova Southeastern University: 1995 to 1999*, 2000).

Purpose of This Study

The University has established a detailed faculty reporting process, by which academic deans provide a variety of information about full-time faculty and part-time faculty employed each Fall term. The purpose of this study was to summarize findings from the University's Fall Term 1997 faculty matrix, which should provide closure to the current sequence of reports about faculty.

METHODOLOGY

Since Fall Term 1995, Research and Planning has distributed to all academic center deans a memorandum to guide the construction of a Faculty Matrix. Using this established process, completed Faculty Matrix listings were returned throughout the term. Center deans were asked to provide the following information for each full-time and part-time faculty member:

- Name
- Highest degree: date, major, and institution awarding the degree
- Courses taught during Fall Term 1997 and the number of sections taught for each course
- Faculty affiliation status with the University:

  1 = Full-time faculty in this center
  2 = Administrator in this center
  3 = Full-time faculty from another NSU center

4 = Administrator from another NSU center
5 = Adjunct who has taught at least two courses per year for more than five years
6 = Adjunct who has not taught at least two courses per year for more than five years

RESULTS

As presented in Table 1, the University employed 1,360 faculty members during Fall Term 1997. Approximately 39 percent of all faculty (N = 530) were full-time employees of the University and the remaining 61 percent were employed on a part-time basis (N = 830) (Table 2).

Overall, 32 percent of all faculty were full-time faculty teaching in their assigned academic center (Table 3), including 79 faculty members (18 percent of all full-time faculty) who did not teach during Fall Term 1997 (Table 4). There was a wide degree of variance by academic center regarding the representation of full-time faculty teaching in their assigned academic center (Table 5):

- In the Oceanographic Center, 82 percent of all faculty were classified as full-time faculty in their assigned center (Faculty Affiliation Status Code = 1).

- In contrast, in the Fischler Graduate School of Education and Human Services, the Farquhar Center for Undergraduate Studies, and the School of Business and Entrepreneurship, less than 15 percent of all faculty were classified as full-time faculty in their assigned center (Faculty Affiliation Status Code = 1).

In addition to findings about faculty based on headcount, Table 6.A and Table 6.B identify various components of the University's faculty based on the number of course sections taught. Among the most important outcomes presented in these tables, it should be mentioned that nearly 50 percent of all Fall Term 1997 course sections were taught by a full-time employee of the University (Faculty Affiliations Status Codes = 1, 2, 3, or 4).

By using the faculty matrix as a resource, it was also possible to present a frequency distribution of when the University's faculty received their highest degree. Approximately 75 percent of all faculty received their highest degree since 1980 and approximately five percent received their highest degree before 1970 (Table 7).

Based on the caution that "Institutions are encouraged to recruit and select faculty whose highest degree is earned from a broad representation of institutions" (*Criteria for Accreditation*; 1998, p. 42), Table 8 is organized to identify *by center* breakouts of faculty who earned their highest degree from Nova Southeastern University. Approximately 25 percent of all Fall Term 1997 faculty earned their highest degree from the University, although there was extreme variance in this finding:

- In the School of Computer and Information Sciences, 57 percent of all faculty earned their highest degree from the University.

- In contrast, less than 10 percent of all faculty in the Oceanographic Center earned their highest degree from the University.

SUMMARY

The University regularly submits information to the United States Department of Education about faculty (*Integrated Postsecondary Education Data System Salaries and Tenure of Full-Time Instructional Faculty, Academic Year 1998-99, Form IPEDS-SA*; 1998, p. 5) and these reports are useful for University management. However, detailed reporting on faculty, as evidenced in this report, demands a more systematic and broad-based reporting process. The current Faculty Matrix reporting process serves this reporting purpose.

REFERENCES

Commission on Colleges of the Southern Association of Colleges and Schools. (1998). *Criteria for Accreditation*. Decatur, Georgia.

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United States Department of Education. (1998). *Integrated Postsecondary Education Data System Salaries and Tenure of Full-Time Instructional Faculty, Academic Year 1998-99, Form IPEDS-SA*. Washington, D.C.: National Center for Education Statistics/ IPEDS.

APPENDIX: Table 1 to Table 8

Table 1

Nova Southeastern University's Faculty (All Faculty Affiliation Status Codes) by Academic Center: Fall Term 1997

Academic Center	N	%
Fischler Graduate School of Education and Human Services	347	26
Farquhar Center for Undergraduate Studies	440	32
School of Business and Entrepreneurship	128	9
Center for Psychological Studies	67	5
Health Professions Division	235	17
Shepard Broad Law Center	78	6
School of Computer and Information Sciences	28	2
School of Social and Systemic Studies	20	1
Oceanographic Center	17	1
All Academic Centers	1,360	

Note. When reviewing the total number of faculty, it should be noted that there were a few part-time faculty who taught in two academic centers (typically, the Farquhar Center for Undergraduate Studies and the Fischler Graduate School of Education and Human Services). Due the nature of the way faculty were identified, it was not possible to consolidate this duplicate listing for each redundancy. However, this issue has no meaningful impact on the overall listing of Fall Term 1997 faculty since it possibly involves only a dozen or so faculty out of a listing of 1,360 records.

Table 2

Nova Southeastern University's Faculty (Full-Time Employee and Part-Time Employee) by Academic Center: Fall Term 1997

Academic Center	Full-Time NSU Employee		Part-Time NSU Employee		Total
	N	%	N	%	N
Fischler Graduate School of Education and Human Services	60	17	287	83	347
Farquhar Center for Undergraduate Studies	94	21	346	79	440
School of Business and Entrepreneurship	24	19	104	81	128
Center for Psychological Studies	31	46	36	54	67
Health Professions Division	223	95	12	5	235
Shepard Broad Law Center	50	64	28	36	78
School of Computer and Information Sciences	17	61	11	39	28
School of Social and Systemic Studies	16	80	4	20	20
Oceanographic Center	15	88	2	12	17
All Academic Centers	530	39	830	61	1,360

Table 3

Faculty at Nova Southeastern University: Fall Term 1995 to Fall Term 1997

Faculty Affiliation Status	Academic Term: Fall 1995 N	Fall 1995 %	Fall 1996 N	Fall 1996 %	Fall 1997 N	Fall 1997 %	Change: F95-97 N	Change: F95-97 %
Full-Time Employee of NSU								
1 Full-time faculty in this center	338	27.3	347	30.6	432	31.8	94	28
2 Administrator in this center	51	4.1	51	4.5	67	4.9	16	31
3 Full-time faculty from another NSU center	63	5.1	39	3.4	23	1.7	-40	-63
4 Administrator from another NSU center	19	1.5	16	1.4	8	0.6	-11	-58
Subtotal	471	38.1	453	39.9	530	39.0	59	13
Part-Time Employee of NSU								
5 Adjunct who has taught at least two courses per year for more than five years	244	19.7	157	13.8	176	12.9	-68	-28

Note. Data for Fall Term 1996 do not include GTEP Session 2.

Faculty Affiliation Status	Academic Term						Change: F95-97	
	Fall 1995		Fall 1996		Fall 1997			
	N	%	N	%	N	%	N	%
6 Adjunct who has not taught at least two courses per year for more than five years	521	42.1	524	46.2	654	48.1	133	26
Subtotal	765	61.9	681	60.1	830	61.0	65	8
All Academic Centers	1,236	100.0	1,134	100.0	1,360	100.0	124	10

Table 4

Breakouts of Full-Time Faculty at Nova Southeastern University Who Did Not Teach During Fall Term 1997 by Academic Center

	Full-Time Faculty Who Did Not Teach		Total Number of Full-Time Faculty
Academic Center	**N**	**%**	**N**
Fischler Graduate School of Education and Human Services	8	16	50
Farquhar Center for Undergraduate Studies	0	0	61
School of Business and Entrepreneurship	0	0	17
Center for Psychological Studies	7	23	31
Health Professions Division	56	31	183
Shepard Broad Law Center	2	4	47
School of Computer and Information Sciences	0	0	16
School of Social and Systemic Studies	0	0	13
Oceanographic Center	6	43	14
All Academic Centers	79	18	432

Table 5

Nova Southeastern University's Faculty by Faculty Affiliation Status and by Academic Center: Fall Term 1997

	Faculty Affiliation Status: 1 to 6												
	Full-Time NSU Employee								Part-Time NSU Employee				
	1		2		3		4		5		6		Total
Academic Center	N	%	N	%	N	%	N	%	N	%	N	%	N
Fischler Graduate School of Education and Human Services	50	14	5	1	5	1	0	0	66	19	221	64	347
Farquhar Center for Undergraduate Studies	61	14	15	3	13	3	5	1	56	13	290	66	440
School of Business and Entrepreneurship	17	13	5	4	2	2	0	0	32	25	72	56	128
Center for Psychological Studies	31	46	0	0	0	0	0	0	11	16	25	37	67
Health Professions Division	183	78	34	14	3	1	3	1	1	<1	11	5	235
Shepard Broad Law Center	47	60	3	4	0	0	0	0	8	10	20	26	78
School of Computer and Information Sciences	16	57	1	4	0	0	0	0	0	0	11	39	28

Academic Center	Faculty Affiliation Status: 1 to 6												
	Full-Time NSU Employee								Part-Time NSU Employee				
	1		2		3		4		5		6		Total
	N	%	N	%	N	%	N	%	N	%	N	%	N
School of Social and Systemic Studies	13	65	3	15	0	0	0	0	0	0	4	20	20
Oceanographic Center	14	82	1	6	0	0	0	0	2	12	0	0	17
All Academic Centers	432	32	67	5	23	2	8	<1	176	13	654	48	1,360

Faculty Affiliation Status.

Full-Time Employees of NSU

1 Full-time faculty in this center
2 Administrator in this center
3 Full-time faculty from another NSU center
4 Administrator from another NSU center

Part-Time Employees of NSU

5 Adjunct who has taught at least two courses per year for more than five years
6 Adjunct who has not taught at least two courses per year for more than five years

Table 6.A

Course Sections Taught (N and %) by Nova Southeastern University's Faculty by Faculty Affiliation Status and by Academic Center: Fall Term 1997

	Faculty Affiliation Status: 1 to 6												
	Full-Time NSU Employee								Part-Time NSU Employee				
	1		2		3		4		5		6		Total
Academic Center	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**
Fischler Graduate School of Education and Human Services	108	17	9	1	14	2	0	0	117	18	393	61	641
Farquhar Center for Undergraduate Studies	331	30	32	3	19	2	12	1	162	15	538	49	1,094
School of Business and Entrepreneurship	36	19	7	4	2	1	0	0	48	25	99	52	192
Center for Psychological Studies	67	53	0	0	0	0	0	0	29	23	31	24	127
Health Professions Division .	375	88	35	8	3	<1	2	<1	1	<1	9	2	425
Shepard Broad Law Center ..	93	74	3	2	0	0	0	0	9	7	20	16	125
School of Computer and Information Sciences	35	59	5	8	0	0	0	0	0	0	19	32	59

	Faculty Affiliation Status: 1 to 6												
	Full-Time NSU Employee								Part-Time NSU Employee				
	1		2		3		4		5		6		Total
Academic Center	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**
School of Social and Systemic Studies	37	79	6	13	0	0	0	0	0	0	4	9	47
Oceanographic Center	18	75	2	8	0	0	0	0	4	17	0	0	24
All Academic Centers	1,100	40	99	4	38	1	14	<1	370	14	1,113	41	2,734

Faculty Affiliation Status.

Full-Time Employees of NSU

1 Full-time faculty in this center
2 Administrator in this center
3 Full-time faculty from another NSU center
4 Administrator from another NSU center

Part-Time Employees of NSU

5 Adjunct who has taught at least two courses per year for more than five years
6 Adjunct who has not taught at least two courses per year for more than five years

Table 6.B

Course Sections Taught (N and %) by Nova Southeastern University's Faculty by Full-Time and Part-Time Employment Status and by Academic Center: Fall Term 1997

	Full-Time NSU Employee		Part-Time NSU Employee		Total
Academic Center	**N**	**%**	**N**	**%**	**N**
Fischler Graduate School of Education and Human Services	131	20	510	80	641
Farquhar Center for Undergraduate Studies	394	36	700	64	1,094
School of Business and Entrepreneurship	45	23	147	77	192
Center for Psychological Studies	67	53	60	47	127
Health Professions Division	415	98	10	2	425
Shepard Broad Law Center	96	77	29	23	125
School of Computer and Information Sciences	40	68	19	32	59
School of Social and Systemic Studies	43	91	4	9	47
Oceanographic Center	20	83	4	17	24
All Academic Centers	1,251	46	1,483	54	2,734

Table 7

Nova Southeastern University's Faculty by Year Highest Degree Awarded and by Academic Center: Fall Term 1997

Academic Center	N	%
Fischler Graduate School of Education and Human Services		
1940 to 1959	3	<1
1960 to 1969	15	4
1970 to 1979	86	25
1980 to 1989	98	28
1990 to 1997	138	40
Unidentified	7	2
TOTAL	347	
Farquhar Center for Undergraduate Studies		
1940 to 1959	4	<1
1960 to 1969	21	5
1970 to 1979	104	24
1980 to 1989	141	32
1990 to 1997	170	39
Unidentified	0	0
TOTAL	440	
School of Business and Entrepreneurship		
1940 to 1959	0	0
1960 to 1969	0	0

Academic Center	N	%
1970 to 1979	0	0
1980 to 1989	27	21
1990 to 1997	100	78
Unidentified	1	<1
TOTAL	128	
Center for Psychological Studies		
1940 to 1959	0	0
1960 to 1969	0	0
1970 to 1979	1	1
1980 to 1989	28	42
1990 to 1997	38	57
Unidentified	0	0
TOTAL	67	
Health Professions Division		
1940 to 1959	26	11
1960 to 1969	19	8
1970 to 1979	41	17
1980 to 1989	67	29
1990 to 1997	68	29
Unidentified	14	6
TOTAL	235	

Academic Center	N	%
Shepard Broad Law Center		
1940 to 1959	0	0
1960 to 1969	0	0
1970 to 1979	2	3
1980 to 1989	28	36
1990 to 1997	48	62
Unidentified	0	0
TOTAL	78	
School of Computer and Information Sciences		
1940 to 1959	0	0
1960 to 1969	0	0
1970 to 1979	0	0
1980 to 1989	3	11
1990 to 1997	24	86
Unidentified	1	4
TOTAL	28	
School of Social and Systemic Studies		
1940 to 1959	0	0
1960 to 1969	0	0
1970 to 1979	0	0
1980 to 1989	0	0
1990 to 1997	20	100
Unidentified	0	0

Academic Center	N	%
TOTAL	20	
Oceanographic Center		
1940 to 1959	0	0
1960 to 1969	0	0
1970 to 1979	0	0
1980 to 1989	2	12
1990 to 1997	12	71
Unidentified	3	18
TOTAL	17	
All Academic Centers		
1940 to 1959	33	2
1960 to 1969	55	4
1970 to 1979	234	17
1980 to 1989	394	29
1990 to 1997	618	45
Unidentified	26	2
TOTAL	1,360	

Table 8

Nova Southeastern University's Faculty by Institution Awarding Highest Degree and by Academic Center: Fall Term 1997

	Nova Southeastern University		Other Institution		Total
Academic Center	**N**	**%**	**N**	**%**	**N**
Fischler Graduate School of Education and Human Services	92	27	255	73	347
Farquhar Center for Undergraduate Studies	122	28	318	72	440
School of Business and Entrepreneurship	38	30	90	70	128
Center for Psychological Studies	16	24	51	76	67
Health Professions Division	25	11	210	89	235
Shepard Broad Law Center	14	18	64	82	78
School of Computer and Information Sciences	16	57	12	43	28
School of Social and Systemic Studies	8	40	12	60	20
Oceanographic Center	1	6	16	94	17
All Academic Centers	332	24	1,028	76	1,360

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